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SEP 9 1953

ER-4-6642

**MEMORANDUM FOR:** Acting Deputy Director (Administration)

**SUBJECT:** Promotions to Supergrade Positions

**REFERENCE:** Draft Staff Study for the DCI, subject as above,  
dated 29 August 1953 (ER-4-5203)

1. Reference was received by Transmittal Slip from the Acting Deputy Director (Administration), dated 31 August 1953, and requested my views.

2. My first comment is that neither the "Discussion" (Para. 4) nor "Conclusions" (Para. 5) support the "Recommendations" (Para. 6). I concur with Paragraphs 5a, b, and c. I do not see the necessity for the temporary promotions envisaged under Paragraph 5d.

3. On the general subject of temporary promotions I wish to voice my strongly held views that they are most undesirable in an organization such as ours. We do not operate on the basis of "rank" or grade, but on the assigned position and responsibilities. I could probably guess the identity of some who hold supergrades but that has nothing to do with my recognition of those who hold key positions in the staff and chain of command, and the authority which they possess by virtue of their assignments. I firmly believe that the use of temporary promotions would be inconsistent with the concepts of Career Service which we are attempting to carry out.

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Assistant Director for Communications

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